

CALIFORNIA APPRENTICESHIP COUNCIL

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EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

MINUTES

Thursday – January 25, 2012 2:30 P.M.

I. Call To Order/ Roll Call

Commissioner Anne Quick called the meeting to order at 2:33 P.M.

Members present: Anne Quick, Scott Gordon, Pat McGinn, Julia Dozier, and Chief Diane Ravnik

A quorum was met.

Members absent: Donna Bechthold, Aram Hodess, Richard Harris

Review/Approval of the minutes of October 26, 2011

Commissioner Julia Dozier made a motion to approve the minutes and Chief Diane Ravnik seconded the motion. All were in favor. The motion carried.

II. Discussion

- Minority Recruitment Success Stories

Success stories were shared such as women apprentices being on Executive Board and becoming mentors for fellow female apprentices.

Another story was brought forth about a young man who came from the Apprenticeship Construction Tech Academy. This young man received perfect scores on his exams, a first for the program, and saw him as one of their shining star students. On the second day on the job the program received a call from the contractor and told them to take this young man out of apprenticeship because he was afraid of heights, he couldn't get past the second step on a ladder. The program re-designated him as a technician and drove a truck for the contractor. He continued on and graduated from San Diego State University.

It was announced that next year The Southern California Sisters in the Brotherhood will be celebrating 10 years of connection with women.

There were a few discussions and comments on veterans and what could be done to introduce them to apprenticeship. An apprenticeship program has added into their Standards, that if a veteran has electrical experience in the military, they do not have to take an entrance exam.

It was noted that Helmet to Hardhats is back online. Helmets to Hardhats is a transition from active duty to a career in the construction industry for Military, Reservists, and Guardsmen.

Meg Vesay, Tradeswomen, Inc. asked the attendees to contact her if they have information or connections of women Veterans. Ms. Vesay can be contacted via – mail at www.tradeswomen.org.

Swords to Plowshares is a Bay Area organization that is a pathway and excellent resource for veterans seeking employment and job training opportunities and helps veterans make the transition from a military job to a civilian career as seamless as possible.

Mark Gonzalez, Northern California Cement Masons JATC stated that all of the armed forces have a program called the FRP (Family Readiness Program). The program is designed to help military personnel to transition into civilian life.

- Ways to Reach Out to Specific Minorities

Chairperson Anne Quick read the percentages of the total of all ethnic groups from the most recent Chief's Report (6 groups are listed). Deputy Chief Glen Forman reported that because of an action in the Legislature, DAS is now required to break down the Asian/Pacific Islander groups and others. Approximately 20 new ethnic groups have been added to the DAS1 Form. Mr. Forman presented a draft copy of the form with the new changes.

- How can DAS Assist – Andrew Lee

DAS Consultant Andrew Lee gave an overview of how he came about writing his college thesis on Women in Apprenticeship. He stated that during his outreach assignments as a DAS Consultant he wanted to find out why women were not entering into apprenticeship as a career. In his research he found that not much research was done in terms of what women's perception is on apprenticeship. The only research he found was data on of women already in apprenticeship, so he took this information and spoke with women that did not know much about apprenticeship and he found that they were interested to know of the benefits, such as pay, no tuition, and other opportunities.

Mr. Lee is currently in the process of creating new promotional material for the interest of new businesses, women and minorities. He also reported that in collaboration with a colleague, they created a link on the DAS website for

Chinese speaking individuals. <http://www.dir.ca.gov/das/das.html> 中文.

He further spoke on his involvement with the Chinese community and his outreach efforts to bring apprenticeship to them as a career option.

Mr. Lee further stated that language barriers for programs within the Latin and Chinese communities can create difficulties in terms of businesses.

Census statistics show that these two groups have shown the most growth.

III. Other Items of Interest

- How to Partner with Public Relations Committee

Chairperson Anne Quick stated that perhaps by developing outreach strategies to the media could be a way of promoting apprenticeship.

Scott Gordon, Chairperson of the Public Relations & Publicity Committee spoke about establishing goals as a focus. Ms. Quick stated that what the committee could do as a goal, with the help of the apprenticeship community, is to target the different minorities and come up with a plan to reach out to them.

- Mr. Gordon suggested identifying a number of different partnerships that did not exist before. It was also suggested to target media outlets that represent different minority groups.
- Commissioner Quick stated that this committee focus on finding partnerships and communicate with the Public Relations and Publicity Committee to outreach to the apprenticeship community. Anyone with ideas can be sent to Chief Ravnik, Deputy Chief Glen Forman or Commissioner Anne Quick.
- Chief Ravnik reported that DAS is gathering information to submit to DIR for a Face Book page.
- Commissioner Quick reported that her programs consultant for the Federal Government in Northern California contacted the U.S. Department of Labor representative on 29cfr30 and was told that once they have receive comments, the doors close and a gag order issued while the Secretary's advisory committee reviews it. With 29 29 they issued a paper on talking points and people were allowed to speak on it. At this time no paper has been issued on 29cfr30. She further stated that Equal Opportunity Women and Veterans are on the top of the list. It is expect to receive guidance on pre-apprenticeship programs in the near future. The emphasis will be on preparing women through pre-apprenticeship. They are looking to allow direct entry for those who complete.

IV. Adjournment

A motion and a second were made to adjourn the meeting. All were in favor. The motion carried.

The meeting adjourned at 3:15 p.m.